

Transgender Equity Council Minutes

Regular Meeting

September 10, 2020 - 05:00 PM

Online Meeting

Members Present: Shor Salkas (Chair), Hunta Williams (Chair), Nicolas Cruz, Emma Grey, Ray Lockman, Alma Miklasevics, KC Pavus, Morgen Sedlacek (Quorum - 8)

Members Absent: Destiny Xiong, Andre Reed, Chase Bakken, Grant Berg

Others Present: Melissa Lund (ASL Interpreter), Koko Chino (ASL Interpreter), Joy Marsh Stephens (Director, Division of Race and Equity)

Staff : Track Trachtenberg

Call To Order – 5:05 PM

1. Roll Call.
2. Adoption of the agenda. – Ray motioned, Alma seconded, 8 ayes, no nays, motion passes
3. Acceptance of minutes – 8 ayes, no nays, motion passes

[Aug 13, 2020 Transgender Equity Council](#)

Discussion

4. Update about Data Collection Project Request For Proposals/review committee process
 1. Track and LaLinda inherited the BIPOC Data Collection Project RFP, which Commarrah, as an applicant, initially provided feedback on. TT and LX didn't take all of that feedback, continued forward with the project, and when the review committee met to select an applicant, the review committee decided that they weren't pleased with any of the applicants and that the RFP needed to be reworked
 2. Review Committee wanted to hit pause on the RFP, and were willing to help redesign the RFP as long as they were compensated for that work as well – that is the paid consulting that's referenced in the email. Also on pause for now while we figure out what makes sense moving forward
 3. Government systems are inequitable – multiple people were hurt in this process in part because of the way those systems are built. There is future work to make the next version of this more equitable, and all of TEC can participate in that work
5. Office of Violence Prevention presentation follow-up
 1. Summary of last meeting: Two OVP staff (Sasha Cotton, Director, and Erin Sikkink) came to present to TEC, as other departments have – seemed to be a presentation they'd given in many contexts, didn't have any info about trans folks and didn't feel trauma-informed. TEC members gave some feedback about this, didn't experience their feedback as well-received (dismissive and defensive), and TEC asked SC and EK to step out of the meeting so that the TEC could debrief separately, coalesce feedback, and deliver it differently. TEC spent rest of meeting processing and addressing activation

2. CM Cunningham and CVP scheduling meeting with Track, Joy, and co-chairs about questions re: what is the role of the TEC, what is the responsibility of the TEC in responding to presentations
3. CS drafting next steps/outreach to OVP – a few TEC members gave feedback on that idea, but not a ton. Feels clear that TEC is not represented in OVP work/there are not shared goals, which feels concerning especially considering OVP role is likely to expand moving forward. Bringing in equity researches feels like one opportunity to shift and collaborate on OVP's work while naming what happened.
 1. Feels hard to figure out tone – what will name the TEC's experience without being dismissed?
 2. Lack of acknowledgement from OVP over the past month feels like dismissal – feels important to send something soon. One OVP staff member who knows Track reached out to see what had happened, but that's been the extent of communication between the offices
 1. Could Sasha and Erin be part of the meeting with CVP and CM Cunningham? Will that have more impact than a letter? – **Joy** will follow up with CM Cunningham/CVP about this
 2. Letter as it currently stands is only the feedback from the two folks who provided feedback, is partially an invitation to future meeting – creating repair and ensuring that TEC and trans/GNC community are more represented in TEC's work
 3. Needs to come from entire TEC and represent collective feedback – current draft would need to be tweaked to represent collective feedback
 4. Disappointing, but unsurprising, that presenters don't have the lens around trans/GNC issues that they need to – shows the importance of the TEC, and this feels like an opportunity for the TEC to give collective feedback and use its role for leverage here
 5. Next steps – TEC generates a collective letter to OVP staff (confirm whether OVP staff will be at meeting on 17th, if not, CS drafts letter for TEC to send within two weeks, but if they are, then wait to draft letter until after 17th meeting)

6. Subcommittee updates

1. PACE

1. Listening session at Summit – to try to shape the public awareness campaign (maybe public safety theme) that CVP Jenkins is excited about
2. Need more membership on PACE!!
3. Hunta can co-facilitate listening session with Alma – Monday at 7! Everybody please register for the Summit!

2. Training

1. Trans 101 training has been delivered to much of IT now, Destiny is expecting to get some surveys back on their feedback (this is the first time it's been delivered virtually)
2. Hunta is designing a training for ASL interpreters on trans/GNC inclusivity, has developed a budget/Track is working on what payment logistics would look like (goal timeline: Nov 6th)
3. Where does training go next as a subcommittee? Proposing that City Council puts more time or money behind training? Getting policies and/or training required for vendors?
3. Policy
 4. Working on connecting to housing policy work in Community Planning and Economic Development, will bring more updates to next TEC meeting
5. Summit
 1. Please register on the Eventbrite! Summit starts this Sunday
 2. TEC alums: Commarrah is emceeding, Baki is on the panel
 3. Zoom, not Teams! Links incoming 😊 Folks who request interpreters will be directly connected to interpreters so they can workshop-hop as desired
 4. Access Lead, Participant Support, and Tech Support on call at all times to troubleshoot anything that comes up, you can access them in the Summit Slack

Election

7. Co-chair elections
 1. Track away for Oct meeting; Laurice from Race Equity will be staffing the TEC for that meeting
 2. Proposal: waiting until January (or maybe Feb) for co-chair elections in order to onboard new set of TEC members and do an election that lines up in timeline with TEC appointments (Hunta and shor would continue until January). Reassess at January meeting
 1. Emma moved to extend co-chair term through at least January 2021, Alma seconded – 8 ayes and no nays, the motion passes

New Business

8. TEC application for 2021-2022 community seats
 1. <http://www2.minneapolismn.gov/boards/openings/wcmsp-225481>
 2. Something like three applications so far
 3. Advertise this at Summit and listening session! “If you want to be part of this important work, applications are open” – can post in Summit Slack workspace, etc.
9. Questions to ask presenters when they present to the TEC
 1. Shor's draft questions:

1. Tell us about the work of your program or group broadly? What is your mission/vision/values?
 1. Please highlight programs or initiatives that are relevant broadly and to us as the Transgender Equity Council.
2. How are you working with transgender and non-binary people and communities throughout your work?
 1. What data are you collecting within your work about transgender and non-binary people and communities?
 2. If you are not collecting data, what information do you use to inform your work about transgender and non-binary people?
3. How do you practice intersectionality in your work? How do you practice anti-racism?
2. Can share these draft questions in CVP/CM Cunningham meeting, etc.
3. Great to provide these questions ahead of time to people coming to present – and, people may not know the answer about which parts of their work are relevant to the TEC, so answers may not be very comprehensive (and, even a very limited answer can be really informative)
4. Edit – “how are you working or hoping to work with”
5. Will staff know what intersectionality means? It’s multiplication of oppressed identities, not “I’m white but I’m queer” (maybe their misunderstandings are informative as well) – and specifically about Black women’s experiences. Need to retrain staff to understand what this means. Maybe should cut the piece about intersectionality and just name anti-racism and specifically anti-Blackness.

Adjournment – 7:03 PM

Notice:

A portion of this meeting may be closed to the public pursuant to MN Statutes Section 13D.03 or 13D.05.

Notice: This meeting may involve the remote participation by members, either by telephone or other electronic means, due to the local public health emergency (novel coronavirus pandemic), pursuant to the provisions of MN Statutes Section 13D.021

Next Transgender Equity Council meeting: Oct 8, 2020

For reasonable accommodations or alternative formats please contact the City Coordinator's Office at 612-673-3785 or e-mail RaceEquity@minneapolismn.gov. People who are deaf or hard of hearing can use a relay service to call 311 at 612-673-3000. TTY users call 612-263-6850. Para asistencia 612-673-2700 - Rau kev pab 612-673-2800 - Hadii aad Caawimaad u baahantahay 612-673-3500.